

Advanced Manufacturing

Lea Anne Crooks, Ivy Tech Community College

George Telthorst, Bloomington Life Sciences

John Stevens, Ivy Tech Community College

Dr. Charles Pressler, Workforce Development Group

Dave Glass, LHP Software



Soft Skills Incumbent Worker Training EGR 7

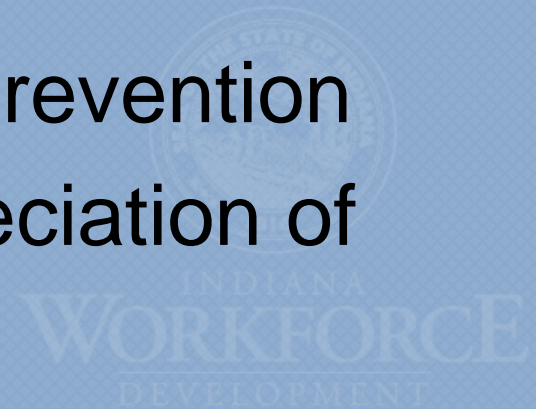
By Lea Anne Crooks
Ivy Tech Community College

Determining the Need

- Consistently stated as lacking in the current workforce
- Typically not funded through other grants
- Companies normally don't pay for this type of training (needed to show value through metrics)

Curriculum

- Communication
- Team Building
- Stress Management
- Conflict Resolution and Prevention
- Understanding and Appreciation of Other's Differences



Goals

- Improve
 - Retention
 - Attendance
 - Tardiness Rate
 - Grievance Rate
- Promote
 - Career Advancement
 - Job growth



Metrics

- 100 Hoosier Workers Trained
- Year 2 Follow Up
- Compare to other employees
- Compare to previous year's data



Region 8 SSI Overview



- John Stephens- Executive Director Life Science Initiatives- Ivy Tech Bloomington
- George Telthorst- Director of Bloomington Life Science Partnership

Relationship Interaction

Education

Marketing- IT

BIO HIRE – IT

BMTC – IT

MRC – IT

MLS – IU

Center – IT

Industry

Marketing

Bio

BMTC

MRC

MLS

Center

Civic Agencies

Marketing

Bio

BMTC

MRC

MLS

Center

Future Workforce Preparation

Course

Length

Content

BIO HIRE

(Help In Reaching Employment)

Six Weeks

soft skills, computer assessment,
intro to industry

BMTC

(Bio Manufacturing Technician Cert.)

Eight Weeks

quality aspects, labs, processes,
overviews

MRC

(Manufacturing Readiness Cert.)

Three Days

gowning, gmp's, lean/sigma

MLS

(Managing in the Life Sciences)

Sixteen Weeks

project mgt, org. dev,
teamwork, quality

Indiana Center for the Life Sciences

- Approx. 20k sq. ft.
- 4 Labs
- 3 Classrooms
- 1 Manufacturing suite and 4 specific training areas
- Support areas
- Location- Ivy Tech property east of campus

Marketing

Radio Advertising

"Some people fear change, but not you, no, you shaved that mullet, you traded in that Trans-Am for a minivan, but now it's time to tackle that dead-end job of yours. Need a career change? Get training for jobs in the Life Sciences, including lab operations, medical product assembly, inventory and logistics, quality control and machine operations. Make a change for the better! Call Melodie at Ivy Tech at 330-6245 or Kay at Work One at 331-6000. Brought to you by industry, educational and governmental partners."

News Paper Advertising



UNEMPLOYED? UNDEREMPLOYED? JUST STARTING OUT?

need a *change?*

Train for Life Sciences Jobs, including...


- Lab Operations
- Medical Product Assembly
- Inventory/Logistics
- Quality Control
- Machine Operations

GET THE SKILLS YOU NEED TO GET STARTED!

For more information call Melodie at Ivy Tech 812.332.6245 or Kay at WorkOne 812.331.6000, ext. 237 or your local WorkOne office.

INDIANA CENTER FOR THE LIFE SCIENCES
BROUGHT TO YOU BY:
INDUSTRY, EDUCATIONAL & GOVERNMENTAL PARTNERS

Financial Assistance Available



UNEMPLOYED? UNDEREMPLOYED? JUST STARTING OUT?

your *future* is calling

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Lessons Learned

- Criticality of Marketing (widespread population area)
- Early and Frequent Industry Participation
- Continuous Events
- Heavy Coordination and Facilitation



EGR2 Advanced Manufacturing

Focus on orthopedics manufacturing,
Kosciusko County.....

The pain, the pain =

Competition

**Dr. Charles Pressler,
Workforce Development Group**



INDIANA
WORKFORCE
DEVELOPMENT

A Practical Partnership...





Occupational Goal:
CNC Machinists,
with knowledge of
programming – not
just “button-pushers.”



Data to Date (all EGR2 advanced manufacturing)

- SSI funding allocation - \$669,009
- Year-to-date expenditures - \$152,859 (24%)
 - Equipment (EDM machine) - \$76,000
 - Tuition - \$76,859
- Students enrolled –

Cohort 1: CNC Machinist	20
Welding	10
Cohort 2: CNC Machinist	17
Welding	2
- Certifications awarded: 9 AWS* (7 MIG, 2 TIG)

*American Welding Society

Embedded Systems

David Glass

President

LHP Software, LLC



INDIANA
WORKFORCE
DEVELOPMENT

Embedded Systems

- Embedded Micro Controllers are integrated into an application to process electronic signals and control the application
- Contains software algorithms hard coded into the embedded system to predetermine actions based on monitored input signals
- Applications
 - Automotive (Gas, Diesel and Hybrid Vehicles- Cleaner and Safer)
 - Medical Device (Hospital Beds, Heart Monitors, ...)
 - Military (Missile Guidance, Space Craft, Autonomous Vehicles)
 - Commercial Products (Entertainment, Appliances, etc.)
 - Robotics (Manufacturing, ...)

Business Situation

- LHP is an Indiana based start up company focused on embedded systems and software engineering
- Achieved rapid growth from 2 employees to 180 employees during first 6 years of operation
- Consulting services provided to fortune 500 manufacturing companies in Automotive, Medical and Military industries to advance technologies in commercial products

Training Needs

- 75% of new hires have advance degrees in Mechanical, Electrical and Computer Engineering
- Training requirements for new hires range from 4 to 6 months to become productive
- Ongoing training required to keep existing employees current with new technologies and to advance company towards new business opportunities

SSI Training Grant Benefits

- Helps LHP to maintain high growth rate by training workforce to support new business initiatives
- Supports effort to hire more college graduates and attract professional engineers to Indiana building a highly skilled workforce
- Helps to retain current engineering talent looking for new technical challenges and continuing career development
- Allows LHP to hire more students looking for internship throughout high school and college

Presenter Information

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Questions?



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